



Fact Sheet for the Health Professionals' Services Program

1. **Referral to the Health Professionals' Services (HPSP) Program:**
 - a. **Board Referral:** Participating boards may refer to the HPSP program as an alternative to discipline or in conjunction with disciplinary action.
 - b. **Self-referral:** Licensees may self-refer to the program by calling 888-802-2843 and identifying that they would like to self-refer.
2. **Eligibility:**
 - a. Must be licensed by the Oregon Medical Board, Oregon State Board of Nursing, or Oregon Board of Pharmacy.
 - b. Must have a diagnosis of substance use disorder, mental health disorder, or both.
 - c. Self-Referred licensees may NOT be under investigation by their licensing board.
3. **Contacting HPSP:**
 - a. Phone: 1-888-802-2843. Calls are returned within 24 hours. The hours of operation are 7:30am-5:00pm PT Monday-Friday. Calls left after business hours on Fridays or holidays will be returned on the next business day.
 - b. Email: hpsp@uprisehealth.com
 - c. Website: www.hpspmonitoring.com Current guidelines governing the program, program forms, and monthly newsletters are posted on the website.
 - d. Once enrolled, all licensees will have an Agreement Monitor assigned that will be their primary contact.
4. **Costs:**
 - a. Toxicology testing: Test prices can vary depending on the testing panel; the average cost per test can range between \$60 to \$160 (please note the cost may vary). In most cases, the test cost includes collection, transportation, analysis, and Medical Review Officer services.
 - b. Any third-party evaluations that may be required, including a fitness for duty evaluation. Costs will vary and are dependent on each evaluator. Payment is made directly to the third-party evaluator.
 - c. Safe Practice Investigation required for self-referrals: \$1800
 - d. Medical Board licensees must pay for weekly group meetings for initial two years: \$60 per week
 - e. Medical Board licensees with a substance use disorder must pay for meetings with a periodic monitoring consultant upon the completion of group meetings. Fee varies according to the licensure of the consultant.
5. **Program requirements may include:**
 - a. Toxicology testing: Most licensees will participate in toxicology testing. Licensees with a diagnosis of substance use disorder will test for the duration of the monitoring contract. Licensees with a mental health diagnosis and no co-occurring substance use diagnosis will generally complete six toxicology tests in the first six months of the program, after which time further testing **may** be discontinued.
 - b. General testing frequencies are determined on a case-by-case basis with regards to licensure and diagnosis:
 - i. First year testing frequency is usually between 24-36 tests.
 - ii. Testing frequency may be adjusted depending on monitoring circumstances.
 - iii. The lowest allowable testing frequency is 18-24 tests per year
 - iv. Additional tests may be required.
 - c. Self-help meetings for licensees with substance disorders.
 - d. Individual or group treatment.
 - e. Medication management sessions.
 - f. Weekly contact with HPSP Agreement Monitor who will be their primary contact while enrolled.
 - g. Workplace monitoring, when employed.
 - h. Third party evaluation following a positive test or if there are safe practice concerns.
 - i. **For Medical Board Licensees only:** Individual and group monitoring sessions and 20 continuing education hours in program specified topics.
 - j. **For Board of Nursing Licensees only:** Minimum of two years of monitored practice for licensees with substance use disorder diagnosis and a minimum of one year of monitored practice for licensees with mental health



diagnosis only. Practice will be monitored whenever working throughout entire program participation.

6. Length of Monitoring

- a. Length of program is determined according to licensing board requirements and/or board requirements:
 - i. Pharmacy Board: Five years unless otherwise specified by the Oregon Board of Pharmacy
 - ii. Nursing Board:
 - Three years for licensees/certificate holders with mild, moderate, or severe substance use disorder diagnosis
 - Five years for CRNA's with substance a substance use disorder diagnosis.
 - Two years for licensees/certificate holders with mental health only
 - iii. Medical Board:
 - Five years for licensees with substance use disorder, moderate or severe diagnosis
 - Two years for licensees with mental health only diagnosis or substance use disorder, mild diagnosis.
- b. Length of monitoring may be extended with board orders or non-adherence to program requirements.
- c. Licensees must have at least two years of continuous compliance to successfully complete the program.

7. Non-compliance with HPSP Requirements includes but is not limited to:

- a. Failure to enroll.
- b. Engagement in criminal behaviors.
- c. Engagement in conduct that caused injury, death, or harm to the public.
- d. Receiving a positive toxicology test.
- e. Violation of a restriction on the licensee's practice imposed by the program or the licensee's board.
- f. Impairment in a health care setting in the course of the licensee's employment.
- g. Civil commitment for mental illness.
- h. Entering into a diversion agreement but failing to participate in the program.
- i. Failure to comply with any additional rules adopted by one's licensing board regarding participation in the Program.

8. What happens following a report of non-compliance:

- a. Report is sent to the appropriate licensing board.
- b. Employer is notified.
- c. If non-compliance is due to a positive test, licensee must obtain a third-party evaluation and must step down from practice.
- d. Licensing Board determines any action that may be initiated in regard to licensee's status in the program and license.
- e. HPSP program may increase toxicology testing, ask licensee to step down from the workplace and/or require a third- party evaluation.

9. Additional information: Additional information may be found on the HPSP website: www.hpspmonitoring.com. Look at the newsletters, guidelines, and other useful information.